

# *Mississippi*

## *Board of Nursing*



### *Fiscal Year 2009 Annual Report*

#### *July 1, 2008 – June 30, 2009*

*MISSISSIPPI BOARD OF NURSING  
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## ***MESSAGE FROM DIRECTOR***

In compliance with the provisions of Chapter 15, 73-15-17 et seq., Mississippi Code of 1972, Annotated, the Mississippi Board of Nursing hereby submits this report to outline the activities of this agency for the period of July 1, 2008 through June 30, 2009.

The Mississippi Board of Nursing is the state regulatory agency responsible for protection of the public in matters related to nursing. During Fiscal Year 2009, as authorized by law, the board licensed qualified applicants through renewal, endorsement, reinstatement, and to those registered nurses (RNs) and licensed practical nurses (LPNs) who achieved a passing score on licensure examinations; issued certification to nurse practitioners, expanded role LPNs and hemodialysis technicians. The board communicated standards of nursing practice, issued statements regarding scope of practice, consulted with individuals and agencies on nursing practice issues, and carried out disciplinary proceedings associated with violations of the *Mississippi Nursing Practice Law and Rules and Regulations*.

Through the work of appointed board members, a committee structure, and agency staff, the board conducted essential and critical business, monitored trends related to nursing and took proactive steps to address the ever-changing needs of the citizens of Mississippi. The board continues to be involved in nursing regulation on the local, state and national levels with board and staff members selected to participate on committees related to research, discipline, examinations, advanced practice and policy development.

Nurses make important contributions toward meeting the health care needs of the people of Mississippi. In a constantly changing health care environment, the Board of Nursing diligently pursues its stated function of protecting the consumers of nursing care.

The Mississippi Board of Nursing submits the accomplishments reported herein for Fiscal Year 2009.

Melinda E Rush, DSN, FNP  
Executive Director

## ***BOARD MEMBERS***

Board members are appointed in accordance with the Mississippi Code of 1972, Annotated, §73-15-9. The board is composed of thirteen members including seven RNs, four LPNs, one consumer of health services, and one physician. Except for the physician and consumer representatives, members are appointed by the governor from lists of nominees submitted by Mississippi registered nurse and practical nurse organizations and/or associations. The physician is appointed by the State Board of Medical Licensure and the consumer representative is appointed by the governor. The following individuals are currently serving as board members.

Nadara Cole, Consumer Representative  
Dr. Virginia Crawford, Physician Representative  
Opal Ezell, LPN  
LeKathryn Gipson, LPN  
Dianne Harrison-Bell, LPN  
Tina Johnson, LPN  
Jane Jones, RN  
Darlene Lindsey, RN  
Merlene Myrick, RN  
Debbie Ricks, RN  
G. Dwayne Self, RN, CRNA  
Mazie Whalen, RN  
Cathy Williamson, RN, CNM

Others serving as board members during FY 2009 included Helen Amos, LPN; Emily Pharr, LPN; and Kimberly Williams, RN, ANP.

## ***COMMITTEES***

Board of Nursing committees are comprised of board members and staff to assist in the assessment, planning, implementation, and evaluation of board activities. Committee members are appointed by the president in accordance with bylaws except members of the Nominating Committee who are elected by the board. Board committees and the purpose of each committee are as follows:

- **Compliance Committee:** Monitors and makes recommendations related to individuals whose licenses have been restricted by board order.
- **Executive Committee:** Supervises affairs of the board between business meetings; evaluates board activities in terms of purpose, goals and objectives; reviews and resolves complaints relative to board members; works with the executive director and accountant in preparing the annual budget; and presents annual and quarterly budget reports to the board.
- **Nominating Committee:** Submits slate of names for offices to be filled at annual meeting.
- **Advanced Practice Committee:** Considers and prepares recommendations related to advanced practice nurses.
- **Nurse Practice Committee:** Responds to written inquiries regarding scope of nursing practice and considers and prepares recommendations related to the expanded role of the LPN and the Certified Hemodialysis Technician.

## **BUDGET**

Nursing licenses expire on December 31 of each year with RN licenses expiring in even numbered years and LPN licenses expiring in odd numbered years. Thus, the vast majority of the board's income is received during the renewal period from October to December of each year. Because there are approximately two-thirds more RNs than LPNs, the Board of Nursing's income in RN renewal years must fund at least one and one half fiscal years.

<b>FISCAL RENEWAL YEAR</b>	<b>APPROPRIATED</b>	<b>ACTUAL EXPENSES</b>	<b>RECEIPTS</b>
FY09 – RNs	\$ 2,303,772	\$ 2,256,140	\$ 4,400,345
FY08 – LPNs	\$ 2,301,672	\$ 2,027,958	\$ 1,953,820

## **STAFF**

### **ADMINISTRATION**

Dr. Melinda Rush, DSN, FNP, Executive Director  
Nancy Herrin, Administrative Assistant

### **ADVANCED PRACTICE**

Dr. Linda Sullivan, DSN, FNP-BC, PNP-BC, Director  
Sherron Fair, Licensing Officer

### **DISCIPLINARY & COMPLIANCE**

Brett Thompson, Esq., Director  
Sharon Frazier, Paralegal  
April Majors, Paralegal  
Marvia Davis Luckett, Compliance Officer  
Shantannar Montgomery, Administrative Assistant  
Vera Rucker, Compliance Officer

### **FINANCE & TECHNOLOGY**

James Mack, Director  
Tony Graham, Human Resource Director  
Pamela Johnson, Administrative Assistant  
Dan Patterson, Senior Systems Administrator  
Cameron Pell, Accounting Auditor  
Johnny Busby, Security

### **INVESTIGATIONS**

Ann Ricks, RN, BSN, Director  
Adelia Bush, Administrative Assistant  
Shannon Cook, Investigator  
Michael Dixon, Investigator  
Rhonda Farmer, Administrative Assistant  
Alan Inman, investigator  
Dwayne Jamison, Chief Investigator  
Jane Phillips, Investigator  
Sunni Sanger, Investigator

### **LICENSURE AND PRACTICE**

Latrina Gibbs McClenton, RN, MPH, Director  
Deborah Armstrong, Licensing Officer  
DeAundra Johnson, Licensing Officer  
Angela Jones, Receptionist  
Carolyn Owens, Licensing Officer  
Gloria Perry, Licensing Officer  
Dodie Stewart, Administrative Assistant

### **RECOVERING NURSE PROGRAM**

Marianne Wynn, Director  
Vanessa Gray, Administrative Assistant  
Mike Long, Monitoring Counselor

# **LICENSURE**

The Mississippi Board of Nursing assisted qualified applicants in obtaining licensure to practice nursing in Mississippi by granting licensure to RNs and LPNs in the following categories:

- RN and LPN candidates who achieved a passing score on the National Council Licensure Examination (NCLEX®);
- APRN applicants who achieved a passing score on a national certification examination recognized by the board;
- CHT candidates who achieved a passing score on the Nephrology Nursing Certification Commission examination;
- Licensees who met the qualifications for renewal of active licensure;
- Nurses who were endorsed into Mississippi from another state in which they were originally licensed;
- Nurses who applied for inactive licensure; and
- Nurses whose Mississippi licenses were reinstated following a period of lapsed, revoked, or suspended licensure.

## **Active Status**

As of June 30, 2009, there were 37,105 RNs and 13,274 LPNs with active licensure. Active licensure means the practice of nursing as defined in Mississippi Code of 1972, Annotated, §73-15-5 (2) and (3). Table 1 indicates the number of RNs and LPNs holding active licensure for the last five years and the percentage change from each previous year.

**Table 1: Active Licensees**

<b>LICENSEES</b>	<b>FY05</b>	<b>FY06</b>	<b>FY07</b>	<b>FY08</b>	<b>FY09</b>
<b>Registered Nurses</b>	32,384	34,946	34,746	37,399	37,105
<b>Licensed Practical Nurses</b>	12,778	12,111	13,096	12,221	13,274
<b>Total</b>	45,162	47,057	47,842	49,620	50,379
<b>Percentage Change from Previous Year</b>	+1.9%	+4.2%	+1.7%	+3.7%	+1.5%

## **Inactive Status**

Inactive licensure may be issued to persons not engaged in the active practice of nursing but desiring to maintain licensure. A nurse holding an inactive license is not authorized to practice in Mississippi as a RN or LPN based on that inactive status. Table 2 depicts the number of RNs and LPNs who have held inactive licensure during the last five years and the percentage change from each previous year.

**Table 2: Inactive Licensees**

<b>LICENSEES</b>	<b>FY05</b>	<b>FY06</b>	<b>FY07</b>	<b>FY08</b>	<b>FY09</b>
<b>Registered Nurses</b>	1,366	1,630	1,048	1,207	1,320
<b>Licensed Practical Nurses</b>	627	608	652	582	612
<b>Total</b>	1,993	2,238	1,700	1,789	1,932
<b>Percentage Change from Previous Year</b>	-24.5%	+12.3%	-23%	+5.2%	+8%

## **Nurse Practitioner Certification**

As authorized by Mississippi Code of 1972, Annotated, §73-15-5 (2), the Board of Nursing provides for certification of nurse practitioners. Regulations are in place to facilitate implementation of the statute, including regulations jointly promulgated by the State Board of Medical Licensure and the Mississippi Board of Nursing. Table 3 depicts those nurse practitioners who were initially certified during FY 2009 and the total certified as of June 30, 2009.

**Table 3: Nurse Practitioners**

<b>NURSE PRACTITIONERS</b>	<b>NEW FY 2009</b>	<b>TOTAL 06/30/09</b>
<b>Adult</b>	7	45
<b>Adult Acute Care</b>	12	68
<b>Adult Psychiatric Mental Health</b>	5	28
<b>Anesthetist</b>	34	544
<b>Family</b>	140	1350
<b>Family Planning</b>	0	1
<b>Family Psychiatric Mental Health</b>	2	32
<b>Gerontological</b>	3	11
<b>Midwife-Certified</b>	1	25
<b>Neonatal</b>	3	39
<b>OB-GYN</b>	0	8
<b>Pediatric</b>	5	34
<b>Woman's Health Care</b>	8	37
<b>Total</b>	220	2222

In addition to APRN certification renewal in FY 2009, advanced practice activities also included the approval of 562 controlled substance prescriptive authority requests; approval of 1,428 protocol revisions; issuance of 47 temporary certifications; issuance of 195 new certifications; and reinstatement of 35 APRNs.

## **Certified Hemodialysis Technician (CHTs) Certification**

The program for certification of hemodialysis technicians (CHTs) allowing the board to issue certification to qualified candidates falls within the regulatory authority of the Board of Nursing in accordance with the *Mississippi Nursing Practice Law*. Dialysis units providing hemodialysis technician training are granted approval by the board to provide training based on criteria outlined in the *Mississippi Board of Nursing Rules and Regulations*. Before a dialysis unit offers training, a site visit is conducted to complete the approval process.

In FY 2009, 19 CHTs were certified and 32 dialysis units and/or providers submitted curricula for approval of CHT programs. As of June 30, 2009, there were no clinical training sites awaiting approval or requiring on-site visits. The first three certifications for hemodialysis technicians were issued in February 2009.

## **Expanded Role Licensed Practical Nurses Certification**

The role of the LPN may be expanded by the board under its rule-making authority to include selected procedures commensurate with required preparation and experience. Under specific board-approved guidelines, the LPN may be certified in the expanded roles of intravenous therapy and hemodialysis. Table 4 depicts those LPNs who were initially certified during FY 2009 and the total certified as of June 30, 2009.

**Table 4: Expanded Role Licensed Practical Nurse s**

<b>TYPE OF LPN EXPANDED ROLE</b>	<b>NEW FY 2009</b>	<b>TOTAL 06/30/09</b>
<b>IV Therapy</b>	526	2,752
<b>Hemodialysis</b>	5	101
<b>IV Therapy and Hemodialysis</b>	6	52
<b>Total</b>	537	2,905

## **Records Maintenance**

In addition to changes made during renewal time, staff members engaged in a variety of activities required to maintain the most accurate licensure files as possible. Table 5 depicts those activities performed during FY 2009.

**Table 5: Records Maintenance**

<b>ACTIVITY</b>	<b>FY09</b>
<b>Name Changes</b>	123
<b>Address Changes</b>	397
<b>Licensure Certificates Issued</b>	245
<b>Duplicate Licenses Issued</b>	686
<b>Verifications - (Miscellaneous)</b>	200

## **Temporary Permits**

Temporary permits to practice nursing may be issued to endorsement applicants and camp nurses for a period of 90 days and nurses enrolled in reorientation programs for a period of 30 days. Table 6 depicts those permits issued during FY 2009.

**Table 6: Temporary Permits**

<b>PERMITS</b>	<b>RNs</b>	<b>LPNs</b>	<b>TOTAL</b>
<b>Endorsement</b>	469	121	590
<b>Reorientation</b>	15	4	19
<b>Camp</b>	11	0	11
<b>Total</b>	495	125	620

## **Reinstatements**

Reinstatement refers to the reactivation of licensure to those nurses who were previously licensed in Mississippi but whose licenses have lapsed. These individuals must apply and meet all requirements for reinstatement of a nursing license. In FY 2009, 631 RNs and 172 LPNs reinstated licensure after a period of lapsed status.

### **Endorsements**

The board may issue a license to practice nursing as a RN or LPN without examination to an applicant who has been duly licensed as such under the laws of another state, territory or possession of the United States, the District of Columbia, or a foreign country if the applicant meets the qualifications required of licensed RNs or LPNs in this state. The nurse must have previously achieved the passing score or scores on the licensing examination required by Mississippi at the time of his or her graduation. During FY 2009, 804 RNs and 174 LPNs were endorsed into Mississippi from other states as indicated below in Table 7.

**Table 7: Endorsements into Mississippi - FY 2009**

<b>STATE</b>	<b>RNs</b>	<b>LPNs</b>	<b>STATE</b>	<b>RNs</b>	<b>LPNs</b>
Alabama	152	27	Nebraska	2	2
Alaska	0	0	Nevada	1	0
Arizona	0	0	New Hampshire	1	0
Arkansas	19	3	New Jersey	5	0
California	14	8	New Mexico	1	1
Colorado	5	3	New York	18	4
Connecticut	6	0	North Carolina	9	1
Delaware	6	0	North Dakota	0	0
District of Columbia	0	1	Ohio	25	3
Florida	43	8	Oklahoma	4	6
Georgia	38	3	Oregon	3	0
Hawaii	1	0	Pennsylvania	21	2
Idaho	0	0	Rhode Island	0	0
Illinois	41	6	South Carolina	2	1
Indiana	20	5	South Dakota	0	0
Iowa	2	1	Tennessee	84	10
Kansas	6	2	Texas	22	6
Kentucky	8	0	Utah	3	0
Louisiana	169	57	Vermont	6	0
Maine	1	0	Virginia	10	2
Maryland	1	0	Washington	8	0
Massachusetts	7	1	West Virginia	3	0
Michigan	7	2	Wisconsin	1	3
Minnesota	5	1	Wyoming	2	0
Missouri	21	5	Other Territories	0	0
Montana	1	0	<b>Total</b>	<b>804</b>	<b>174</b>



## Verifications

The Board provides verification of licensure status for RNs and LPNs who are seeking licensure in other states, territories or countries. During FY 2009, the licensure status of 514 RNs and 182 LPNs was verified to other states as indicated below in Table 8.

**Table 8: Verifications from Mississippi - FY 2009**

STATE	RNs	LPNs	STATE	RNs	LPNs
Alabama	37	12	Nebraska	0	2
Alaska	2	0	Nevada	7	1
Arizona	3	1	New Hampshire	2	0
Arkansas	7	1	New Jersey	1	0
California	71	4	New Mexico	4	0
Colorado	2	0	New York	8	1
Connecticut	1	0	North Carolina	8	0
Delaware	0	0	North Dakota	0	0
District of Columbia	1	0	Ohio	2	1
Florida	9	4	Oklahoma	10	5
Georgia	37	28	Oregon	0	0
Hawaii	2	3	Pennsylvania	11	0
Idaho	0	0	Rhode Island	0	0
Illinois	21	8	South Carolina	2	2
Indiana	3	2	South Dakota	1	0
Iowa	0	0	Tennessee	31	6
Kansas	2	2	Texas	31	3
Kentucky	1	0	Utah	2	0
Louisiana	31	56	Vermont	0	0
Maine	1	0	Virginia	0	2
Maryland	0	0	Washington	7	0
Massachusetts	5	0	West Virginia	1	0
Michigan	7	0	Wisconsin	0	0
Minnesota	4	2	Wyoming	1	0
Missouri	1	0	Other	137	36
Montana	0	0	Total	514	182

## ***PRACTICE***

Standards of practice for RNs and LPNs in a variety of clinical and educational roles were reviewed and recommendations for implementation were made by the Board. Staff is available to individual nurses as well as health related agencies throughout Mississippi regarding issues of nursing roles, scope of practice and practice standards and assists the Board of Nursing investigative staff by reviewing evidence and or cases related to generally accepted standards of nursing practice.

Information and resources were studied by staff and the Nurse Practice Committee in order for decisions to be made regarding issues and questions involving nursing practice standards and scope of practice. The board was contacted by individual nurses, nursing directors, administrators and employers of nurses for specific nurse practice information. In FY 2009, 1,227 responses were provided to individuals having nursing practice inquiries 1,220 responses were provided for advanced practice nursing inquiries. Additionally, a frequently asked questions section is available on the board's website giving the public access to information in a more timely fashion.

## ***EXAMINATIONS***

The Board of Nursing is responsible for evaluating the competency of persons entering the nursing profession through the administration of valid and reliable licensure examinations. The Board is a member of the National Council of State Boards of Nursing (NCSBN). Under the guidance and with the participation of its member boards, NCSBN has developed psychometrically sound and legally defensible licensure examinations to measure the competencies needed to perform safely and effectively as entry-level RNs or LPNs. The National Council Licensure Examination (NCLEX) is administered via computerized adaptive testing.

The board is responsible for the administration of licensure examinations to graduates of registered and practical nursing programs. This testing program includes the administrative duties of determining candidate qualifications, processing applications for examination, securing qualified readers for disabled candidates in accordance with the Americans with Disabilities Act, soliciting and approving volunteer item writers and item reviewers, working closely with the national testing service and the local testing centers, evaluating and monitoring test sites, adhering to strict security measures, and receiving, processing and reporting examination results to individual candidates, schools of nursing, the State Department of Education and the State Board of Institutions of Higher Learning.

Licensure examinations are administered year-round in special testing centers equipped for computerized adaptive testing. This testing methodology allows candidates to schedule at their convenience at any of over 200 sites throughout the country and to receive results within two weeks of the examination. Mississippi has sites located in Jackson and Tupelo.

Mississippi's system of vocational and higher education provides educational opportunities for potential nursing students throughout the state. Mississippi programs preparing LPNs are regulated and approved by the State Board of Community Colleges. Mississippi programs preparing RNs are regulated and approved by the State Board of Institutions of Higher Learning.

Tables 9 and 10 include first-time candidates educated in Mississippi.

**Table 9: Mississippi RN Graduate First Writes**

YEAR	FIRST WRITES	PASSED		FAILED	
		NUMBER	PERCENT	NUMBER	PERCENT
FY05	1510	1313	87%	197	13%
FY06	1462	1286	88%	176	12%
FY07	1608	1422	88%	186	12%
FY08	1526	1300	85%	226	15%
FY09	1863	1618	87%	245	13%

**Table 10: Mississippi LPN Graduate First Writes**

YEAR	FIRST WRITES	PASSED		FAILED	
		NUMBER	PERCENT	NUMBER	PERCENT
FY05	590	543	92%	47	8%
FY06	693	607	88%	86	12%
FY07	714	606	85%	108	15%
FY08	735	665	90%	70	10%
FY09	823	686	83%	137	17%

The above examination statistics for FY05 - FY09 have been revised and now include all first-time candidates educated in Mississippi regardless of where they tested or applied for licensure.

Tables 11 and 12 include first-time and repeat candidates.

**Table 11: RN First-Time and Repeat Candidates**

YEAR	NUMBER TESTED	PASSED		FAILED	
		NUMBER	PERCENT	NUMBER	PERCENT
FY05	2105	1722	82%	383	18%
FY06	2148	1755	82%	393	18%
FY07	2245	1844	82%	401	18%
FY08	2112	1657	78%	455	22%
FY09	2668	2084	78%	584	22%

**Table 12: LPN First-Time and Repeat Candidates**

YEAR	NUMBER TESTED	PASSED		FAILED	
		NUMBER	PERCENT	NUMBER	PERCENT
FY05	749	621	83%	128	17%
FY06	858	696	81%	162	19%
FY07	914	695	76%	219	24%
FY08	920	754	82%	166	18%
FY09	1030	764	74%	266	26%

Table 13 represents examination results for Mississippi LPN graduate first-time and repeat candidates by nursing program and candidates who completed an out-of-state LPN program, a RN educational program or foreign program.

**Table 13: LPN Examinations - FY09**

<b>PRACTICAL NURSE PROGRAMS</b>	<b>FIRST WRITES</b>			<b>REPEATS</b>		
	<b>Number Tested</b>	<b>Number Passed</b>	<b>Percent Passed</b>	<b>Number Tested</b>	<b>Number Passed</b>	<b>Percent Passed</b>
Coahoma Community College	46	31	67	15	5	33
Copiah Lincoln Community College	44	39	89	8	3	38
East Central Community College	23	16	70	11	4	36
East Mississippi Community College	40	40	100	4	2	50
Hinds Community College	107	84	78	32	13	41
Holmes Community College	46	43	93	6	2	33
Itawamba Community College	44	42	95	3	2	67
Jones County Junior College	64	61	95	8	3	38
Meridian Community College	51	48	94	2	2	100
Mississippi Delta Community College	29	25	86	4	2	50
Mississippi Gulf Coast Community College	102	78	76	8	3	38
Northeast Mississippi Community College	61	54	88	11	6	55
Northwest Mississippi Community College	95	72	76	24	8	33
Pearl River Community College	35	33	94	5	1	20
Southwest Mississippi Community College	36	20	55	35	5	14
<b>Sub-Total</b>	823	686	83	176	61	35
Out-of-State Programs	19	14	74	12	3	25
Graduates of RN Programs	0	0	0	0	0	0
Graduates of Foreign Programs	0	0	0	0	0	0
<b>Sub-Total</b>	19	14	74	12	3	25
<b>TOTAL</b>	842	700	83	188	64	34

Table 14 represents examination results for Mississippi RN graduate first-time and repeat candidates by nursing program and candidates who completed an out-of-state or foreign program.

**Table 14: RN Examinations - FY09**

SCHOOLS OF NURSING	FIRST WRITES			REPEATS		
	Number Tested	Number Passed	Percent Passed	Number Tested	Number Passed	Percent Passed
<b>Associate Degree Programs</b>						
Alcorn State University	38	22	58	18	8	44
Coahoma Community College	23	23	100	2	0	0
Copiah Lincoln Community College	14	11	79	8	5	63
East Central Community College	45	38	84	13	5	38
Hinds Community College	229	203	87	42	16	38
Holmes Community College	97	85	88	26	11	42
Itawamba Community College	97	81	83	26	11	42
Jones County Junior College	60	49	82	19	13	68
Meridian Community College	181	142	78	54	37	69
Mississippi Delta Community College	63	58	92	8	6	75
MS Gulf Coast Comm. Coll.	122	105	86	31	24	77
Mississippi University for Women	35	32	91	9	6	67
Northeast MS Community College	97	87	90	25	13	52
Northwest MS Community College	117	103	88	30	17	57
Pearl River Community College	100	94	94	5	4	80
Southwest MS Community College	71	61	86	10	8	80
<b>Sub-Total</b>	1389	1194	86	355	183	52
<b>Baccalaureate Programs</b>						
Alcorn State University	32	21	66	22	7	32
Delta State University	37	32	86	10	5	50
Mississippi College	55	45	82	24	11	46
Mississippi University for Women	51	48	94	11	5	45
University of Mississippi Medical Center	106	102	96	10	7	70
University of Southern Mississippi	150	137	91	19	8	42
William Carey College	43	39	91	11	5	45
<b>Sub-Total</b>	474	424	89	107	48	45
<b>Total Mississippi Schools</b>						
1863	1618	87	462	231	50	
<b>Other</b>						
Out-of-State Programs	210	174	83	104	43	41
Foreign Programs	14	12	86	15	6	40
<b>Sub-Total</b>	224	186	83	119	49	41
<b>TOTAL</b>	2087	1804	86	581	280	48

## **INVESTIGATIVE**

Allegations of violations of the Nursing Practice Law are made known to the Investigative Division from a variety of sources including self reporting nurses, patients, family members, co-workers, supervisors, anonymous calls and letters, the media and other boards of nursing. An allegation is reviewed to determine whether there is evidence of a violation of the Nursing Practice Law, whether the Board of Nursing has jurisdiction and whether there is sufficient information to support an investigation. The investigation includes data collection through medical record reviews, review of court records and interviews with the licensee or applicant for licensure and with witnesses. Cases may be referred to the Recovering Nurse Program when there is reason to believe the nurse may be practicing the profession while the ability to practice is impaired by either alcohol or mood altering substances or if the nurse has a physical, mental or emotional condition. Cases are closed when there is insufficient evidence to substantiate the allegations or if there is no violation of the Nursing Practice Law which warrants formal disciplinary action. If the findings of an investigation reveal evidence to support a formal action, the case is referred to the Disciplinary Division.

## **DISCIPLINARY**

When evidence of violations of the Nursing Practice Law is provided by the Investigative Division, the Disciplinary Division will prepare cases for presentation to the board. Some nurses are offered an opportunity to enter into agreed orders in lieu of appearing before the board. If an agreed order is signed, the nurse admits to a violation of the Nursing Practice Law and agrees to disciplinary action. When agreed orders are rejected by the nurse, a disciplinary hearing is scheduled. Disciplinary hearings are conducted by a hearing panel consisting of three members of the board. If the hearing panel determines that probable cause and sufficient legal evidence exist to believe that an applicant does not possess the qualifications required or that a licensee has violated any of the provisions of Mississippi Code of 1972, Annotated, §73-15-1, et seq., the hearing panel may refuse to issue a license to the applicant, or revoke, suspend, refuse to renew a license, or revoke or suspend the privilege to practice or otherwise discipline the licensee.

Table 15 depicts the activities of the Investigative and Disciplinary Divisions during FY 2009.

**Table 15: FY 2009 Investigative and Disciplinary Statistics**

<b>ACTIVITY</b>	<b>FY09</b>
<b>Allegations Received</b>	1,086
<b>Investigations Completed</b>	1,257
<b>Referred for Action</b>	330
<b>Investigations Closed</b>	927
<b>Total Disciplinary Actions</b>	394
<b>Formal Hearings</b>	98
<b>Agreed Orders</b>	207
<b>Administrative Denials</b>	6
<b>RNP Admissions</b>	69
<b>Lapsed Reinstatements</b>	5

The Disciplinary Division also monitors agreements resulting from disciplinary restriction of licenses (excluding Recovering Nurse Program participants.) Restricted licensees are required to submit numerous monthly reports to provide documentation of compliance with board orders. In FY 2009, an average of 206 individuals per month, including 101 restricted and 105 revoked licensees, submitted documentation.

The Health Insurance Portability and Accountability Act of 1996 established a national health care fraud and abuse data collection program for the reporting of final adverse actions against health care providers, suppliers or practitioners. The Healthcare Resources and Services Administration of the Department of Health and Human Services is responsible for oversight of the Healthcare Integrity and Protection Data Bank (HIPDB), as well as the National Practitioner Data Bank (NPDB). The Disciplinary Division reports disciplinary action taken by the Board of Nursing to the National Council of State Boards of Nursing (NCSBN) who serves as the reporting agent for many boards of nursing, including Mississippi.

## ***RECOVERING NURSE PROGRAM***

The Recovering Nurse Program (RNP) was developed to protect the consumers of nursing care through a special program for nurses recovering from drug dependence and/or a physical, mental or emotional condition that renders the individual unsafe to practice. This program allows nurses to maintain licensure while receiving treatment and aftercare and being closely monitored by the board through a structured agreed order. Nurses acknowledge violation of the law and voluntarily enter into a contractual probation agreement with the board to restrict licensure for 12 - 60 months in lieu of a formal disciplinary hearing before the board. Nurses in the RNP are allowed to practice nursing in highly supervised settings, and are closely monitored through a system of written monthly progress reports from the program participant, the treatment/aftercare team and the employer. All participants are required to furnish random drug screens as well as verification of required attendance at drug rehabilitation support groups such as Alcoholics Anonymous or Narcotics Anonymous. Additionally, the RNP staff conducts regular and frequent conferences with participants and makes site visits to employment and treatment settings. Table 16 depicts the activities of the RNP during FY 2009.

**Table 16: RNP Activities**

<b>ACTIVITY</b>	<b>FY09</b>
<b>Conferences with Participants</b>	1,677
<b>Admissions</b>	69
<b>Readmissions</b>	9
<b>Completed RNP</b>	48
<b>Number in RNP at End of Fiscal Year</b>	324

## ***NURSE LICENSURE COMPACT***

Nurses who reside in another compact state who wish to practice in Mississippi will be given the privilege to practice rather than going through the endorsement process for a license. The general purposes of this compact are to:

- Facilitate the states' responsibilities to protect the public's health and safety;
- Ensure and encourage the cooperation of states in the areas of nurse licensure and regulation;
- Facilitate the exchange of information between states in the areas of nurse regulation, investigation and adverse actions;
- Promote compliance with the laws governing the practice of nursing in each jurisdiction;
- Invest all states with the authority to hold a nurse accountable for meeting all state practice laws in the state in which the patient is located at the time care is rendered through the mutual recognition of state licenses.

## ***NATIONAL COUNCIL OF STATE BOARDS OF NURSING***

The Mississippi Board of Nursing continued to be active in the National Council of State Boards of Nursing (NCSBN). The mission of NCSBN is to promote public policy related to safe and effective practice of nursing in the interest of public welfare. It strives to accomplish this mission by acting in accordance with the decision of its member boards of nursing on matters of common interest and concern affecting the public health, safety and welfare. To accomplish its goals, NCSBN provides services and guidance to its members in performing their functions that regulate entry to nursing practice, continuing safe nursing practice, and nursing education programs. In addition to licensure examinations (NCLEX-RN and NCLEX-PN), NCSBN also assisted the Board of Nursing by providing services, research, and data in the areas of licensure, standards of practice, discipline, federal regulations, foreign-educated nurses, chemical dependency, nursing education and other regulatory and education issues. In FY 2009, board members and staff participated in NCSBN activities as follows:

- Attended annual and mid-year meetings
- Served on the NCLEX Examination Committee
- Served on the Disciplinary Resources Advisory Panel
- Served on the Advanced Practice Committee
- Served on the Taxonomy of Error, Root Cause Analysis and Practice (TERCAP) Committee



## ***LIAISON AND INTER-AGENCY ACTIVITIES***

Staff members presented a variety of educational sessions to over 2,600 individuals throughout Mississippi regarding the Board of Nursing, the Nursing Practice Law, nursing practice issues and chemical dependence among health professionals. Staff members assisted local, state and federal agencies in investigations of or related to nurses. They also represented the board on committees and at meetings of other state and national agencies and organizations including the following:

- American Academy of Nurse Practitioners
- Institutions of Higher Learning - Council of Deans and Directors
- Mississippi Bar Association
- Mississippi Dietetics Association
- Mississippi Hospital Association - Organization of Nurse Executives
- Mississippi Nurses Association
- Mississippi Office of Nursing Workforce - Barriers to Nursing Education Task Force
- Mississippi Office of Nursing Workforce - HRSA Nurse Residency Advisory Committee
- National Association of Drug Diversion Investigators, Mississippi Chapter
- National Council of State Boards of Nursing - Compact Administrators
- National Council of State Boards of Nursing - Advanced Practice Committee
- National Council of State Boards of Nursing - Taxonomy of Error, Root Cause Analysis and Practice
- Nursing Organization Liaison Committee
- Office of Nursing Workforce - Advisory Committee
- Sigma Theta Tau International

## ***MISSISSIPPI OFFICE OF NURSING WORKFORCE***

### History

In 1996, the Mississippi legislature passed the Nursing Workforce Redevelopment Act, which established the Mississippi Office of Nursing Workforce (ONW), under the auspices of the Mississippi Board of Nursing, for the purpose of addressing changes impacting the nursing workforce. Two of the major objectives identified were to develop and implement a systematic annual survey for nursing manpower needs and projections, and to develop a competency model to assist students in articulation and mobility within the multi-level nursing education system. The foundational philosophy for the establishment of the Mississippi Office of Nursing Workforce is the belief that the health and welfare of the people of Mississippi are highly reliant on a competent nursing workforce in sufficient numbers, and that successful nursing workforce development is dependent on each component of Mississippi's conceptual model. Listed below is a partial listing of the projects and initiatives reflective of the work of ONW and funded by various governmental or philanthropic entities.

## Nursing Workforce Supply and Demand

ONW completed its eleventh year of nursing workforce data analysis from surveys sent to hospitals and aging and adult services. A full report is submitted annually to the Mississippi State Department of Health for inclusion in the State Health Plan, which includes nursing vacancy, projected increase in demand, and turnover data. Additionally, ONW reports 100% participation of Mississippi schools of nursing with the Southeast Regional Education Board (SREB) School of Nursing Survey, which includes faculty and student data. ONW compiles the SREB survey data and reports are provided to the Mississippi Council of Deans and Directors of Schools of Nursing annually. Data excerpts from both of these surveys are posted on ONW's website, [www.monw.org](http://www.monw.org).

## Mississippi Long Term Care Workforce Initiative

This project was funded in part by a grant awarded by the US Department of Labor and Employment and Training Administration. It is a “high growth” job training initiative for the long term care (LTC) sector of the health care industry. Match funder is the Mississippi Health Care Association providing student scholarships and other resources. The major elements of the LTC Initiative are as follows:

- Recruitment campaign for middle and high school students
- High school dual enrollment for licensed practical nurse program
- Development of student/graduate workplace transition program
- Student resource support via virtual student navigator, [www.studentnavigator.org](http://www.studentnavigator.org)
- Assess LTC workplace culture and recommend strategies for improvement
- Provide continuing education for LTC staff and promote upward mobility via nursing clinical ladders

## Jobs to Careers

This initiative seeks to advance and reward the skill and career development of frontline healthcare workers via work-based learning. The programs provide opportunities for training, certification, advancement, salary increase, title change and college credit. These two grants are funded by the Mississippi Department of Employment Security and the Robert Wood Johnson and Hitachi Foundations. Hospital partners are Central Mississippi Medical Center, Mississippi Methodist Rehabilitation Center, MS Methodist Specialty Center, and St. Dominic Hospital. Education partner is Hinds Community College.

## Partners Investing in Nursing's Future (PIN)

A national collaborative, led by the Robert Wood Johnson Foundation and the Northwest Health Foundation, resulted in the development of grant opportunities entitled, *Partners Investing in Nursing's Future (PIN)*. These grants are offered to applicants who agree to act as catalysts in their respective communities to develop strategies needed for a stable, adequate nursing workforce, and develop solutions to address the nursing shortage through regional and local partnerships. The *Mississippi Critical Nursing Faculty Shortage Initiative* was selected as one of the first ten grantees to participate in the PIN project. Mississippi Department of Employment Security (MDES) is the match funder for the initiative. The goal of the project is to develop a multi-dimensional approach to increase and retain nursing faculty.

Accomplishments include the following:

- Developed and implemented “Saving Nurses Saves Lives” public service campaign
- Provided nursing shortage educational forum for hospitals and schools of nursing
- Facilitated partnership development of collaborating schools and hospitals
- Disseminated information on nursing faculty shortage and initiatives
- Conducted research of nurses’ and students’ educator role intentions
- Provided guidance and support for implementation of adjunct faculty projects
- Developed [www.iteachnursingMS.org](http://www.iteachnursingMS.org) to serve as recruitment and educational tool

#### Delta Health Alliance (DHA)

The Mississippi Office of Nursing Workforce (ONW) participates in the eighteen-county Health Resources and Services Administration (HRSA) grant awarded to the Delta Health Alliance (DHA) in Stoneville, MS. The *Healthcare Workforce Initiative* replicates proven workforce models which includes student nurse externships that enhance recruitment and retention of Delta nurses, especially in small rural hospitals. StudentMax™, [www.monwplacement.org](http://www.monwplacement.org), is a clinical placement software program that has been implemented in central and Delta regions of the state and has proven effective in increasing student clinical capacity up to 100%.

#### High School Nurse Mentorship Academies

##### Bower Foundation

Spring 2007 marked the third year of the partnership between the Office of Nursing Workforce and The Bower Foundation. The two program sites are North Mississippi Medical Center (NMMC) and Mississippi Baptist Medical Center (MBMC). The additional partners with NMMC are the Healthcare Foundation of North Mississippi and Tupelo High School. Ridgeland High School and Hinds Community College are the additional partners with MBMC.

With additional funding from the Bower Foundation, the United Way of Greater Monroe County established a High School Nurse Mentorship Academy in January 2009. The partners are: Monroe High School, Allied Health, and GED Program, Itawamba Community College, and Pioneer Community Hospital.

##### University of MS Medical Center Mentorship Programs

ONW partnered with the University of Mississippi Medical Center (UMMC) on the UMMC HRSA grant, “MS Institute for Improvement of Geographic Minority Health and Health Disparities” to offer two High School Nurse Mentorship Academies through Singing River Health Systems and Forrest General Hospital. Additional partners are Pascagoula High School, Key’s Technology Center in Ocean Springs, Forrest County High School, Pearl River and MS Gulf Coast Community Colleges.

##### MS Department of Employment Security (MDES) Mentorship Programs

The Greenwood/Leflore High School Mentorship Academy in Greenwood, MS, partnered with Greenwood High School, Leflore County High School, Greenwood Leflore Hospital, and Mississippi Delta Community College.

The Natchez Student Nurse Mentorship Academy in Natchez, MS, partnered with Fallen Technology Center, Natchez High School, Cathedral High School, Adams County Christian School, Natchez Community Hospital, and Copiah-Lincoln Community College.

## Kellogg Foundation/Dreyfus Foundation

The Dreyfus Health Foundation (DHF) received a grant from the Kellogg Foundation, entitled Nursing Leadership Development Model: Strategy to improve the Health of Mississippi's Children and Families. ONW is a subgrantee of the DHF and will implement the MS Delta Initiative. The goals of the grant are to: 1) recruit un- or under-employed young women into an accelerated certified nurse aide program with hospital shadowing opportunities and facilitate matriculation into a nursing career ladder and/or employment; 2) provide a DHF Problem Solving for Better Health-Nursing™ (PSBH-N) workshop for Delta State Nursing students and community participants to develop community nursing health promotion projects; and, 3) conduct "Project Talent: Nursing" survey, in collaboration with Mississippi State University (MSU) Social Science Research Center (SSRC), to identify job selection factors of Mississippi Nursing students. Evaluation activities are being performed by Delta State University Institute for Community Based Research.

## South Delta Planning and Development District

The South Delta Planning & Development District provided grant funding to help off-set salaries for summer nursing student externs in MS Delta hospitals and nursing homes. The program is intended to support summer employment through the Summer Student Nurse Externship Program. This is a proven program that provides a summer employment/learning experience to enhance previously learned skills under the supervision of experienced registered nurses. It prepares students to assume responsibilities of full-time employees with respect to performance requirements, policies and procedures in a hospital or nursing home.

## Additional Activities:

- October 22, 2008: Report to the Mississippi Nurses Association Annual Convention
- November 5, 2008: Presentation to the Louisiana Council of Administrators in Nursing Education (LACANE), et al, on the history and evolution of ONW, with recommendations on their journey to establishing a LA State Nursing Workforce Center.
- November 14, 2008: Presentation to the Mississippi Council of Deans and Directors of Schools of Nursing on the trending of nurse faculty and student data from 2006-2008.
- November 11 & 12 and December 10 & 11, 2008: Facilitated Simulation Assessment visits to 8 schools of nursing in collaboration with consultants and Dr Martha Catlette from IHL.
- January 20, 2009: Participated in Deans and Directors Nursing Legislative Day at Capitol and distributed talking points paper on Simulation Nursing Education Needs in Mississippi.
- March 24, 2009: Hosted AARP Center to Champion Nursing in America (CCNA) site visit on the coast just prior to the National Nursing Workforce Conference.
- March 25-27, 2009: Hosted National Forum of State Nursing Workforce Centers Annual Conference and Members meeting at Beau Rivage in Biloxi.
- Wanda Jones is Chair of the Steering Committee of the National Forum of State Nursing Workforce Centers 2009-2010.